VOL. 42 NO. 6
AUGUST 2014

OUTSOURCING WATCH:
How one small local is making a difference. **Page 3**

The official newspaper of the WASHINGTON FEDERATION OF STATE EMPLOYEES/AFSCME Council 28•AFL-CIO

WASHINGTON State Employee

It's about our strong contracts

■ This is the key month for bargaining on compensation and health care. Here and on page 8 is a roundup from all WFSE/AFSCME tables -- facts to inform and photos to inspire.

Bargaining updates online:
wfse.org >
COLLECTIVE BARGAINING

Report: Huge pay gap still remains

The state's latest salary survey shows that the pay of 81 percent of state employees lags behind market rates.

That's according to an analysis of the complicated report by the state Office of Financial Management.

Those 81 percent of state employees are paid below market rate – counterparts in the private and public sectors, in-state and out-of-state.

And it's not just us saying that – it's in the mainstream media, too. The Olympian carried a story in early July (http:/ ... betwe ...

W ... swept ... compensation at General Government and Higher Education bargaining.


Local 1556, Department of Transportation, Port Angeles.



Community College members alerted about 'totally unacceptable' pay offer

The first real negotiations on compensation at any WFSE/AFSCME bargaining table came July 10 and 11 in the Community College Coalition.

This is the bargaining team from 12 Community Colleges.

The team sent an urgent update and call to action after management presented its economic package.

"Their initial compensation package was totally unacceptable and your team told them so," the team said in its alert to Community College members.

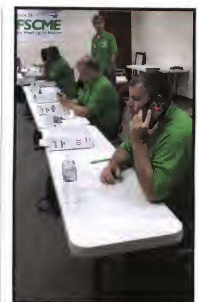
"We are holding our ground."

The team called on members at the campuses across the state to build on the "It's COLA Time" contract solidarity events.

"Together, we must be willing to show our strength," the Community College Coalition Bargaining Team said.

"This is the important work that together we must do because the quality of services for our students is directly affected by how Classified Staff are treated."

Meanwhile, on non-economic articles, the team reached tentative agreement on 32 articles – with no take-aways and with some gains.


Community College Coalition Bargaining Team sends the alert.

Share photos

Members are sharing their photos showing support for strong contracts with cost-of-living-adjustments (COLAs). If a picture's worth a thousand words, you're saying volumes. Throughout this edition, see just a few of the many photos sent in.

For all the latest "It's COLA time" and other photos you've sent in to support strong contracts, go to: http://www.wfse.org/its-cola-time/

Send us your photos. You can email them to us at color69dud@photos.flickr.com; or post them to Facebook or Twitter and tag us "@WFSEc28."



Health care bargaining starts

The WFSE/AFSCME-led Health Care Coalition of state employee unions bargains on the next Health Care Agreement Aug. 5 in Olympia and Aug. 21 at the Thurston County Fairgrounds in Lacey.

WFSE/AFSCME's wave of Contract Solidarity Events will now amp up to achieve a fair Health Care Agreement, too. The Health Care Coalition has been the table where the percentage of premiums you pay has been negotiated. If that pattern continues, the agreement would affect that percentage share in calendar years 2016 and 2017. This is not to be confused with the calendar year 2015 premium rates the Public Employees Benefits Board was scheduled to adopt July 23. *See why, page 2.*

Hero answers the call

Oakridge Group Home member's instincts save troubled caller's life

Vania Beard could have said, "Sorry, wrong number" when the call came in to her desk at Oakridge Group Home in Lakewood.

Instead, she saved the life of the man on the other end of the line.

Oakridge is home for about 16 youthful offenders in the DSHS Juvenile Rehabilitation system. It sits next to the Western State Hospital campus.

But that morning, some wires got crossed.

Beard, a secretary senior 1, got the crisis call that had nothing to do with youthful offenders..

The man told Beard "he wanted to kill himself to get to the next life," Oakridge Administrator Tony Bowie said.

Beard had been a security officer at another state youth offender facility, the now-closed Maple Lane School in Thurston County. Beard used that experience with acute mentally ill juvenile offenders -- and her instincts -- to try to talk the man down.

"Vania resorted to her knowledge of the Bible and told the man taking your own life does not allow you to live peacefully on the other side," Bowie said.

"I told him suicide was not the way to go to achieve the peace he was looking for," Beard said.

Her calm actions worked. The suicidal man stayed on the line.

For more than an hour, Beard listened, trying to get clues to where the man was. Turns out he was just down the street from the group home.

She alerted Security Officer **Marion Blannon-Clark** to call the Lakewood Police.



Vania Beard (Local 793) at her desk a few weeks after the fateful call came in.

Beard says this "team effort" by the Local 793 members helped police locate the suicidal caller. The officers got him help.

"She took a phone call she could easily have passed to a crisis line," Bowie said.

"Because of her quick thinking, she saved a life and it's because of her personality and who she is."

WFSE/AFSCME unveils new radio ad on same day Kiwanis honors union's community service



WFSE/AFSCME Community Organizer **Brandon Anderson,** at his June 23 presentation to the Olympia Kiwanis, holds up the window clings local businesses (known as the "Friends of WFSE") are displaying to show their support for state employee customers.

The Federation June 23 began airing a 60-second radio commercial with Local 443 Employment Security Department member Ginger Bernethy explaining the value of state public service, collective bargaining and how unions raise the standard of living in our communities.

The new radio spot came the same day the Olympia Kiwanis club honored the Federation with an award for its co-sponsorship of the South Sound region's Harbor Days Festival during Labor Day Weekend.

"So, much like the Kiwanis, our union members are dedicated to community and public service and they work very hard to keep our communities safe, healthy and thriving," Federation Community Organizer Brandon Anderson told the service organization in a special presentation after the award.



Union E-Board member **Katie Nelson** (left), and WFSE/AFSCME's **Tim Welch** accept the Kiwanis award.

The radio ad spotlights how state employees, the union and collective bargaining combine to raise the standard of living in all our communities.

"My union membership strengthens even further this commitment to public service," Bernethy (Local 443) says.

"Union support gives voice to dedicated public employees to ensure quality services for kids, the elderly and other state-supported programs.

"Our collective bargaining rights help us to attract and keep good workers who fulfill their duties with dedication, skill and efficiency. This is our pact with you, the taxpayer."

Listen to the commercial at: http://www.wfse.org/radio-ad-gg-contract-campaign/

PEBB sets 2015 premium rates

The Public Employees Benefits Board on July 23 was scheduled to adopt premium rates for next year, 2015.

(The July 23 vote came after this newspaper went to press; get an update on the final outcome at wfse.org.)

The board previewed what those rates might look like July 16.

These straight-dollar amounts mirror the 15 percent employee premium share negotiated last year in the current Health Care Agreement that took effect this July 1.

The draft plan previewed July 16 shows slight decreases in premiums for Group Health Classic, with slight increases for Uniform Medical Plan Classic and all other plans. But that might not be the final outcome. Check wfse.org for updates on the final rates.

Health care matters



• The board was also set to consider changes to coverage in the UMP for: temporomandibular joint; home health services; circumcision; genetic testing; orthotics to prevent complications associated with diabetes; and massage therapy visits to exceed one hour when medical criteria are met.

• The PEBB was also set to vote that effective Jan. 1, 2015, the UMP will cover mental health services and hormonal therapy for enrollees with a diagnosis of gender dysphoria.

The PEBB action on premiums shouldn't be confused with the Health Care Bargaining starting this month. If recent patterns continue there, the 2015-2017 Health Care Agreement would set the percentage share of state employee premium costs in calendar years 2016 and 2017.

It's a little confusing: For a number of actuarial and fiscal reasons, state employee health benefits cover calendar years; but they're determined by the Health Care Agreement and state budgets that are on fiscal year/biennial budget cycles that start July 1.

So, the health care negotiations you'll be hearing about this month don't affect 2015 premium rates.

IN MEMORIAM

Yakima Local 1326 member **Robert Masters,** an active Human Services Policy Committee delegate who started at Ahtanum View Corrections Center and who had once been a temporary Federation field representative, died June 7.

Masters, a support enforcement officer 2 in Yakima, was 42. Funeral services were June 12.

"Bobby never met a stranger," according to his official obituary. "He could (and would) talk to anyone about anything. In fact, if you had a conversation with him, he would probably bring up something embarrassing you did ages ago and make fun of you all over again. His quick wit and lack of a filter made it impossible for him to pass up an opportunity for a good laugh."



HOT LINKS ONLINE

Go online for bonus photos and information on topics in this newspaper:

http://www.wfse.org/wse-82014/

Washington State Employee

PRINTED WITH SOY INK

Washington State Employee (USPS 981-200) is published monthly, except February and July, for $5.08 per year by the Washington Federation of State Employees/AFSCME Council 28 • AFL-CIO, 1212 Jefferson St. S.E. Suite 300, Olympia, WA 98501. Affiliated with the American Federation of State, County and Municipal Employees (AFSCME) and the Washington State Labor Council, AFL-CIO.

Periodicals postage paid at Olympia, WA and at additional offices. Circulation: 42,000.

POSTMASTER: Send address changes to Washington State Employee, 1212 Jefferson St SE Suite 300 Olympia WA 98501-7501

Sue Henricksen, President

Greg Devereux, Executive Director

Editor Tim Welch
e-mail: tim@wfse.org • **Internet:** www.wfse.org
Member, ILCA

ELECTRONIC DELIVERY OPTION. If you'd like to save paper and postage, you can receive this newspaper electronically. Go to www.wfse.org and hover over NEWS & INFO, located in the top menu bar. Select from the drop-down list: WASHINGTON STATE EMPLOYEE - Newspaper. Use the form on this page to register for the electronic version. Or e-mail us at info@wfse.org, or write: WFSE/AFSCME, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. *If you're a represented non-member fee payer and you don't wish to receive this publication in any format, e-mail us at contactus@wfse.org, or write: WFSE/AFSCME, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501.*

SHOP STEWARD CORNER

What the "Shop Steward Corner" tool is all about:

The Steward Corner is a place set aside in this newspaper to communicate to our members and stewards.

We would love to hear from you with contract questions, victories in the work place and stories of praise about your steward.

So if you have a story you would like to share please write it up and send it to Tim@wfse.org.

• Tell us the stories about your shop steward who fought for you or your office.

Give them praise for their hard work as stewards.

Don't be shy, just a short story would encourage so many of our members and make your steward feel appreciated.

Not every steward can be selected as steward of the year but every steward is appreciated!

• If you have stories or questions about the negotiated collective bargaining agreement or the process used to negotiate the contract language we would love to hear from you also.

We will get you an answer and possibly share your article in the Steward Corner.



OUR CONTRACTS MATTER FOR SHOP STEWARDS. WFSE/AFSCME members like those at Yakima Valley School in Selah (above) are wearing AFSCME Green this summer to build support for a strong contract. And those contracts include members' rights to have a union shop steward to protect their contract rights -- as well as rights empowering stewards.



Shop Steward Conference registration closes Aug. 13

Don't forget, the registration deadline for the WFSE/AFSCME Shop Steward Conference is Aug. 13. Registration, housing and travel requests are due that day.

Don't delay: The first 250 stewards who register get into the conference – and that may be before Aug. 13.

The conference will be Sept. 6-7 at the Seatac Doubletree Hotel.

WFSE/AFSCME picks up meals and Saturday night lodging; other lodging or meal requirements are a personal expense or at the expense of the attendee's local.

Register online at: *http://www.wfse.org/steward-center/shop-steward-conference-2014/*

Outsourcing Watch



■ Three local governments' blueprint could lead to the outsourcing takeover of state's North Cascades Gateway Center

A current **"Outsourcing Watch"** project features a sense of déjà vu at North Cascades Gateway Center in Sedro-Woolley, former home of the now-closed Northern State Hospital.

But alert members of Local 476 have made their voices heard.

There Local 476's small but dedicated group of Department of Enterprise Services members is reaching out to their neighbors and decision makers to keep the historic campus in the protective care of the state.

Common sense not outsourcing is the foundation of their campaign.

The hospital closed in 1973, but the state has used the site to house many other programs or earn revenue from other tenants.

And keeping this entire infrastructure in working order are the former General Administration, now DES, workers.

But now a trio of local governments has an "interlocal agreement" that many fear will outsource the North Cascades Gateway Center to someone else.





Will the public be well served by a possible handover of the historic North Cascades Gateway Center in Sedro-Woolley? Local 476 members and WFSE/AFSCME "Outsourcing Watch" don't think so.

BACKGROUND FOR YOU

Why all members of WFSE/AFSCME should care about the outsourcing of North Cascades Gateway Center:

• Because if it happens there, outsourcing of other vital services could be next.

• In this case, the center on the grounds of the former Northern State Hospital is operating in the black. Local 476 members' work on all the buildings is exemplary. However adequate funds haven't been made available to maintain the campus despite that profit. The historic buildings designed by the Olmsted brothers are in sore need of renovations. Many were not properly "mothballed" when the state closed the hospital 41 years ago.

• Despite that management decision all those years ago, Local 476 members have kept the overall campus vibrant, attractive to tenants and profitable for the public.

They appear to be following the blueprint used by a Port Townsend-sanctioned group last year when they took over virtual control of Fort Worden State Park.

This new plan from Skagit County, the City of Sedro-Woolley and the Port of Skagit will "evaluate potential for redevelopment of the former hospital campus" that is now North Cascades Gateway Center.

To WFSE/AFSCME and especially Local 476 members, that sounds like outsourcing of the campus operations and maintenance. And with it the jobs and expertise of the Local 476 members.

The local government blueprint may overlook frontline workers' negotiated right to challenge outsourcing – because these Department of Enterprise Services members have the knowledge and savvy from being there every day.

So Local 476 and the WFSE/AFSCME **"Outsourcing Watch"** project intend to voice a plan of action and a common sense solution:

• With concerns that DES intends to just hand over the campus, WFSE/AFSCME members and staff have embarked on a campaign to save and preserve this treasure of the state.

• Our dedicated Local 476 DES members have instead proposed a reinvestment strategy to keep the buildings in great shape and in the state's hands.

This is a common-sense alternative to the proposed outsourcing of North Cascades Gateway Center.

It's one that recognizes that the tenant leases already generate revenue to keep the facility in the black.

The union alternative also acknowledges that prospective tenants continue making inquiries.

Outsourcing Watch

If you see possible outsourcing of state programs, facilities or work, tell WFSE/AFSCME's **"Outsourcing Watch."**

Go to: *http://www.wfse.org/outsourcing-watch/* to download a form or use an online form to give us details about any possible outsourcing you suspect.

It's about transparency and accountability.

QUESTIONS? Jeanine Livingston, WFSE/AFSCME's contract compliance manager, 1-800-562-6002 • jeaninel@wfse.org



Outsourcing Watch is a project of the WFSE/AFSCME **Skilled Labor and Trades Committee.**
http://www.wfse.org/get-involved/skilled-labor-and-trades/
https://www.facebook.com/WFSE.Skilled.Labor.and.Trades

FACES OF OUR FUTURE: 2014 WFSE/AFSCME Scholars



Norm Schut Scholars

This year's recipients of the $1,000 Norm Schut Scholarships (named after WFSE/AFSCME's first executive director) are:



Maria Buan

IT'S ABOUT THE AMERICAN DREAM.
The Buan family came to America from The Philippines about 10 years ago. Maria's parents were strong union members there. Still, college was pretty much a dream out of reach for Middle Class families there. But it's different here: They're grateful for the value WFSE/AFSCME places on education for members and their families.

Maria Buan (left) with mother **Margarita Buan,** a Local 793 member who provides food services to patients at Western State Hospital in Lakewood. Maria graduated this June from Curtis High School in University Place with a 3.96 grade point average. She'll attend the University of Washington to finish the bachelor's degree work she began as a high school Running Start student. Her career goal: to become a physician's assistant focused on family care.

"Here, everyone has a chance."
-- **Margarita Buan,** praising the scholarship awarded to her daughter that shows the union's emphasis on opportunity



Karl Larsen

Karl Larsen (at left), the son of **Joy Larsen** (Local 843), a secretary-senior at Woodinville Group Home, and **Robert Larsen** (Local 341), a juvenile rehabilitation security officer 1 at Echo Glen Children's Center in Snoqualmie. His parents help youthful offenders get back on the straight and narrow. He graduated from Kenmore's Inglemoor High School in June where he was enrolled in the International Baccalaureate Program. He's taking his interest in problem solving to pursue a civil engineering degree at the University of Washington.

IT'S ABOUT HARD WORK.
Karl says he's proud to represent what it takes to win this prestigious union scholarship. That includes taking a battery of tests even with a broken arm from varsity soccer -- and starting a new job at Seattle's Space Needle to add college funds.

"I proudly say my parents work for the state, in Juvenile Rehabilitation. I definitely feel their work matters."
-- **Karl Larsen,** WFSE/AFSCME scholar, when asked what he tells those who may not know the difference his parents make

Antonio Gallegos



Antonio Gallegos (at right), a disability determination adjudicator with DSHS in (Local 443). He'll pursue master's degrees in either social work or criminal justice.

IT'S ABOUT COMMITMENT.
For Gallegos, an 18-year state employee, the union scholarship is a way up, not a way out. He's committed to state service. One day, he would like to start a non-profit to help "Wounded Warriors" apply for Social Security disability benefits.

"I am very appreciative of this union benefit." -- **Antonio Gallegos**



Younglove & Coker Scholar

This year's recipient of the $2,500 Younglove & Coker Scholarship (funded through a generous grant from our outside legal firm, Younglove & Coker):

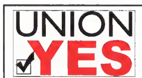


Ashlee Iverson

Ashlee Iverson (at left), with mother **Heather Iverson,** a social worker with DSHS Home and Community Services in Everett (Local 948). Ashlee graduated this year from Marysville-Getchell High School/International School of Communications. She will attend Everett Community College to carry on the degree work she started in the Running Start program. Her career goal: to become a physical therapist.

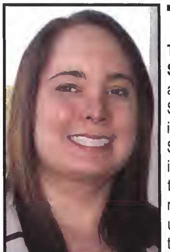
IT'S ABOUT AFFORDABILITY.
According to the Seattle Times (6/4/14): "Tuition and fees at colleges and universities historically have risen faster than the prices of most goods and services. In the past decade, that pace has quickened even further."

"College is really expensive. This is a great opportunity and I'm happy to get it."
-- **Ashlee Iverson**



Union Plus Scholar

And one of WFSE/AFSCME's own won one of the national AFL-CIO Union Plus Scholarships for $1,000:



Tali Smith

Tali Smith, whose husband **Justin Smith** is a social services specialist 2 at the DSHS Capitol Hill Community Service Office in Seattle. Tali Smith is working towards a law degree from Seattle University. She's already using her legal skills to help disadvantaged populations. Her husband, a new WFSE/AFSCME shop steward, urged her to apply. "I think it's great the union provides a lot of benefits and support to members," she says.

MORE ONLINE

To check for upcoming scholarships for next year, go to:
wfse.org > MEMBER RESOURCES > Scholarship Information (http://www.wfse.org/member-resources/scholarship-info/).


Gladys Burbank (seated center, in yellow) with friends and colleagues at her retirement reception on her last day with WFSE/AFSCME, June 30.

A STELLAR CAREER. Trained as a teacher in her native Pennsylvania, Burbank didn't get to use those skills until coming to the Federation. Ironically, in this year of WFSE/AFSCME's successful "WFSE Spring" effort, Gladys Burbank is living proof that being an active union member does make a difference, for strong contracts and respect. She, too, started as a public employee who realized too much was at stake, became a full-fledged member and carried the message to others. As a social worker, first in Philadelphia and later, Florida, she'd seen the value of a union and having a voice at work. AFSCME leaders noticed her grassroots organizing skills and recommended her for a job with the union when she decided to move to Washington in 1977. The rest is history.

Gladys Burbank retires

Called the union's "No. 1 Organizer," her 36-year commitment to members only grew stronger

Gladys Burbank, the union's "Number One Organizer" who empowered, educated, trained and defended the rights of Federation members for more than 36 years, retired June 30.

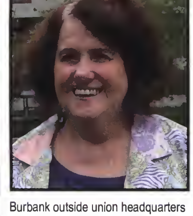
It's rare anyone works for a union, let alone the Federation, for 36 1/2 years. Why did Burbank stick it out?

"Because I believed in it," Burbank said during an interview a week before her retirement.

"I'm committed to working for employee rights. I found the job overall very rewarding, very challenging.

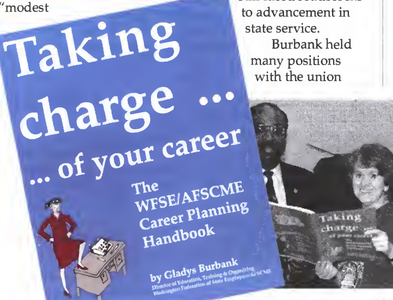
"In the long run, I got as much out of it as I gave it."

She was honored at a reception in Olympia the day of her retirement. Members and colleagues new and old were there, like former Executive Director **George Masten,** who remembered Burbank as a "modest trailblazer" – one who actually wrote an award-winning book on career development for members.


Burbank outside union headquarters a week before her retirement.

She didn't write **"Taking Charge of Your Career"** in 1990 for the glory, but to support the hopes and dreams of thousands of office professionals. Many were women and minorities, who still faced roadblocks to advancement in state service.

Burbank held many positions with the union over the years, the most recent as director of Public Employment Relations Commission (PERC) activities. In that role she became more savvy in the law than most lawyers as she preserved state employees' rules and rights during the transition to full-scope collective bargaining and beyond.



AUTHOR, AUTHOR! Rolled out at the 1990 WFSE/AFSCME Convention in Spokane, Burbank's career development manual was part of the Human Services organizing effort. In May 1993, she handed 10 copies to Bill Moore, director of the then-new Employment Security Career Assistance Center. The book went on to win a special labor communications award.

Current Executive Director **Greg Devereux,** who asked Burbank to step into that role, presented Burbank with an "honorary" law degree at her retirement reception. Devereux called Burbank "persistent and dogged" and "always prepared."

"She is a little can of whoop-ass," Devereux said.

Another attorney explained why.

"I don't know anybody who's more dedicated to the interests of the membership than Gladys, I really don't," said **Ed Younglove,** the union's longtime outside attorney.

"That's just the way Gladys goes – she's just very giving and kind," said former colleague **Mary Donnelly.** (Donnelly retired as the longest-serving staffer in WFSE/AFSCME history, just ahead of Burbank.)


HORSE RACING COMMISSION. Burbank (second from left) at Emerald Downs with the people who keep horse racing on the up and up in August 2001 after their decisive victory for fundamental state employee rights. "These employees were dedicated and committed to the fight and they stuck it through to the very end and it was because of that, that organizing drive did not fail," Burbank said.

Gladys Burbank didn't work just one job, but several in her time with the Federation.

• She built an **education and training** program that gave members practical information they could actually use as union activists. That came after about 18 months as a project organizer for AFSCME, working mostly on Federation (also known as Council 28) campaigns. Then in May of 1979, Masten hired her as WFSE/AFSCME's education coordinator.

• As **organizing** director through most of the 1980s and 1990s, she oversaw several winning campaigns that grew and strengthened members' voices. That included efforts at the University of Washington, Harborview Medical Center, Community Corrections and Human Services.

By the time of the Human Services campaign, Burbank had no organizing staff. So she used rank-and-file members on temporary time-loss. It worked.

"They did a very good job in demonstrating to their co-workers throughout the state the value of the union...," Burbank said.

Membership actually grew to higher levels than at the time of a bitter 1988 decertification election and the loss of 3,000 state prison members.

"We were fortunate in that we were able to stop that downward spiral," Burbank said. "We didn't lose other bargaining units and we were able to gain membership that brought us back up to that level."

She refuses to take credit for those successes. Others dispute her modesty.

"Gladys is the Number One organizer of Council 28," former union President **Carol Dotlich** said.

Later, she was director of **personnel board activities** before becoming **PERC activities director.** Those two jobs combined ran from the late 1990s to her retirement. Three successes stood out to her:

• First-ever civil service rights (with some limits) for **Higher Education temporary workers.**

• **Horse Racing Commission** workers' winning full rights.

• And just days before retirement, the **UW Special Pay** settlement.



HER FINAL VICTORY. Burbank with UW Trades workers after a judge in December 2012 upheld their special pay. But the dispute didn't end until days before Burbank retired. A June 27 settlement ended six years of needless delays as the UW filed appeal after appeal.

After all that, how would Gladys Burbank sum up her time in the union?

"She started out naïve and innocent and over 36 years, she has become wiser, hopefully more accomplished and is as equally committed to fighting for workers' rights," she said.

See more photos from Gladys Burbank's retirement reception on the union's flickr channel: https://www.flickr.com/photos/wfse/sets/72157645454764262/

MEMBERS ONLY BENEFITS SPOTLIGHT OF THE MONTH

WFSE/AFSCME Howard Ocobock Memorial

FAMILY CAMPOUT

Sept. 12-14, 2014

Environmental Learning Center near Goldendale

at Brooks Memorial State Park



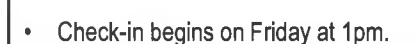
Deadline to register: Aug. 20, 2014



Brooks Memorial State Park is a 700-acre, year-round camping park located between the barren hills of the south Yakima Valley and the lodgepole pine forests of the Simcoe Mountains. The park provides a variety of natural environments for visitors to enjoy.

- Check-in begins on Friday at 1pm.
- Cabins have been reserved. WFSE/AFSCME will pay the $11 per night camp fee for members; members pay for any family or guests. Brooks Memorial has 7 cabins that sleep 10. With prior approval, tents and RVs may be allowed (NOTE: limit 3 RV electrical hook-ups).
- Lodge and recreation hall with fully equipped kitchen available for meals. Bring your own food for breakfast and lunch.
- Saturday night BBQ with hotdogs, hamburgers, condiments and chips provided. Each family should bring one main dish to serve eight, plus a salad or dessert.
- What is not provided: sleeping bags or bedding materials; kitchen linens and dish-washing supplies; firewood; first aid equipment; recreational equipment.
- Activities: Nine miles of hiking trails; Large outdoor Briquette BBQ Campfire ring; Fishing on the Little Klickitat River; Volleyball court, basketball court, and softball field; Goldendale Observatory offers special interpretive programs and stargazing (13 miles south in Goldendale); and Maryhill Museum and Stonehenge replica (25 miles south overlooking the Columbia River)
- **No pets are permitted.**

QUESTIONS? Contact Tavie Smith at 1-800-562-6002 • tavies@wfse.org
Register online at WFSE.org > Member Resources > Family Campouts



MEMBERS ONLY BENEFITS

Deadline to register: Aug. 20, 2014

This campout requires a minimum number of campers. In the event the minimum isn't reached, you will be refunded your money.

NAME ______________________ LOCAL#:________

Street ______________ City ________ State ________ Zip ________

( ) ________ ( ) ________ ________

Home phone | Cell Phone | Home e-mail address

What activities are you interested in?

☐ Hiking ☐ Interpretive Center
☐ Fishing on rivers ☐ Volleyball
☐ Stargazing ☐ Basketball ☐ Softball

How many family members or guests will you be bringing? ________

opeiu8/aflcio

Please enclose $11 for each family member or guest you'll be bringing. Make checks out to WFSE/AFSCME.
Mail this form to: WFSE/AFSCME Campouts, 1212 Jefferson St SE #300, Olympia WA 98501

Washington Federation of State Employees • AFSCME Council 28 • AFL-CIO • www.wfse.org

SHARED LEAVE REQUESTS

If you've been approved to receive shared leave by your agency or institution, you can place a notice here and on-line. Please include a contact in your agency, usually in human resources, for donors to call. E-mail the editor at tim@wfse.org. Or call 1-800-562-6002.

Harmon Ornbaun, a construction and maintenance project specialist at Fort Worden State Park in Port Townsend and a member of Local 1466, has been approved for shared leave. Contact: Your human resource office.

Robin Hodgins, a maintenance mechanic at Green Hill School in Chehalis and a member of Local 862, has been approved for shared leave. Contact: Your human resource office.

Leslie Howard, a social services specialist 3 with DSHS in Tacoma and a member of Local 53, is still in need of shared leave as she continues under a doctor's care for an extreme intestinal complication. She is out of leave and is desperate for shared leave. Contact: Your human resource office.

Diane Wells, a DD case resource manager from the DSHS Developmental Disabilities Administration (DDA) and a member of Local 948 in Everett, is in need of shared leave because of a serious medical condition. Contact: Lisa Bonorden, (206) 366-6716 or boal300@dshs.wa.gov.

Denise Auve, a laundry worker 1 at Western State Hospital in Lakewood and a member of Local 793, is in need of shared leave to cover her time off work to cover medical treatments for a recent lengthy illness. Contact: Janet Bowers, (360) 756-2519 or your local human resource office.

Rebecca Ashby, a social services specialist 3 with DSHS in Seattle and a member of Local 843, has been out of work since May recovering from a stroke and is in need of shared leave. Contact: Sandy Gump, (206) 341-7246.

Shelly Swanson, an unemployment insurance specialist 4 at the Lynnwood Adjudication Center and a member of Local 1020, has cancer and is facing surgery and additional treatment. Contact: Kathleen Young, (360) 725-9416.



OUR CONTRACTS MATTER FOR SAFE WORKSITES. These Local 843 members at the DSHS King North Community Service Office (CSO) in Seattle were seen in AFSCME Green June 24 for a strong contract -- one that preserves and expands safety in the workplace. And key to that is all General Government and Higher Education members' right to have a safety committee.

SAFETY CORNER

Your right to a safety committee

Do you have a safety committee to address workplace safety issues with?

If not, why not?

Safety committees are one of the rights you have in your contract, whether you work in General Government or Higher Education.

• Safety committees are in every WFSE/AFSCME contract.

According to every WFSE/AFSCME General Government or Higher Education contract, each agency or campus should have a joint safety committee in accordance with WISHA requirements at each permanent work location where there are 11 or more employees.

(WISHA stands for the Washington Industrial Safety and Health Act of 1973.)

The exact contract article number varies by contract. (It's Article 20.3 in the General Government agreement.)

• Washington Administrative Code (WAC) 296-800-130

Safety committees/safety meetings

Important:

This rule requires that employers have a method of communicating and evaluating safety and health issues brought up by employees in the workplace.

Larger employers must establish a safety committee.

Smaller employers have the choice of either establishing a safety committee or holding safety meetings with a management representative present.

SPECIAL REPORT

Why you should vote in the Primary Election by Aug. 5



■ **Use your voice.**
It won't be heard if you don't mail in your ballot by Aug. 5 Primary Day.

There's no such thing as an 'off-year election'

The 2014 Election is our opportunity to continue our fight for COLAs and pay raises, better working conditions, and quality state services.

Who you vote for is your decision. But like a lot of groups from the League of Women Voters to the Municipal League, WFSE/AFSCME as the largest state employees union has an obligation to evaluate candidates in this case on what we call "lunchbox issues" important to public employees. We want labor champions in the House and Senate. But we have to make sure we use our voice and VOTE!

http://www.wfse.org/get-involved/people-power/

1 Are you registered to vote?
It's easy to make sure your **voter registration** is up to date. Go to **wfse.org/voter-registration** and encourage your friends and family to do the same. **We can't change power if we don't vote!**

2 Meet our endorsed candidates.
WFSE/AFSCME members from locals across the state have met to interview and vet the candidates on those "lunchbox" issues we told you about. Their recommendations appear on our endorsements list at the bottom of this page. Also online: **http://www.wfse.org/endorsements-2014/**

3 Want to get involved?
If you're interested, learn more about our "WFSE Wednesdays" program. **Questions?** Contact April Sims at 800-562-6002 or aprils@wfse.org

4 Learn more about all candidates and issues:
It's all there on the Secretary of State's website: **http://www.sos.wa.gov/**

The information here is just one piece of the puzzle in evaluating candidates and voting. We do this because we have a tradition of transparency and accountability. These recommendations are already public knowledge and we provide information that anyone in the union or outside it can access at any time.

List of WFSE/AFSCME's Primary Election endorsements candidates

Here is the list of endorsements as of the April 26 WFSE/AFSCME Endorsements Conference and at later local candidate interviews. An asterisk (*) indicates an incumbent. A pound sign (#) indicates an incumbent House member running for state Senate. More endorsements will follow local interviews.

U.S. CONGRESS

Congressional District 1: Suzan DelBene (D)*
CD 3: Bob Dingethal (D)
CD 6: Derek Kilmer (D)*
CD 7: Jim McDermott (D)*
CD 8: Jason Ritchie (D)
CD 9: Adam Smith (D)*
CD 10: Denny Heck (D)*

STATE LEGISLATURE

STATE SENATE

Legislative District 6: Rich Cowan (D)
LD 21: Marko Liias (D)*
LD 28: Tami Green (D)#
LD 29: Steve Conway (D)*
LD 30: Shari Song (D)
LD 31: Pam Roach (R)*
LD 32: Maralyn Chase (D)*
LD 33: Karen Keiser (D)*
LD 34: Sharon Nelson (D)*
LD 35: Irene Bowling (D)
LD 36: Jeanne Kohl-Welles (D)*
LD 37: Pramila Jayapal (D)
LD 38: John McCoy (D)*
LD 42: Seth Fleetwood (D)
LD 45: Matt Isenhower (D)
LD 46: David Frockt (D)*
LD 48: Cyrus Habib (D)#

STATE HOUSE OF REPRESENTATIVES

LD 1 (Pos. 1): Derek Stanford (D)*
LD 1 (Pos. 2): Luis Moscoso (D)*
LD 2 (Pos. 1): Greg Hartman (D)
LD 3 (Pos. 1): Marcus Riccelli (D)*
LD 3 (Pos. 2): Timm Ormsby (D)*
LD 8 (Pos. 2): Larry Haler (R)*
LD 10 (Pos. 2): Dave Hayes (R)*
LD 11 (Pos. 1): Zack Hudgins (D)*
LD 11 (Pos. 2): Steve Bergquist (D)*
LD 12 (Pos. 2): Brad Hawkins (R)*
LD 15 (Pos. 1): Bruce Chandler (R)*
LD 17 (Pos. 1): Monica Stonier (D)*
LD 17 (Pos. 2): Paul Harris (R)*
LD 19 (Pos. 1): Dean Takko (D)*
LD 19 (Pos. 2): Brian Blake (D)*
LD 22 (Pos. 1): Chris Reykdal (D)*
LD 22 (Pos. 2): Sam Hunt (D)*
LD 23 (Pos. 1): Sherry Appleton (D)*
LD 23 (Pos. 2): Drew Hansen (D)*
LD 24 (Pos. 1): Kevin Van De Wege (D)*
LD 24 (Pos. 2): Steve Tharinger (D)*



LD 25 (Pos. 1): Dawn Morrell (D)*
LD 25 (Pos. 2): Hans Zeiger (R)*
LD 26 (Pos. 1): Nathan Schlicher (D)
LD 26 (Pos. 2): Larry Seaquist (D)*
LD 27 (Pos. 1): Laurie Jinkins (D)*
LD 27 (Pos. 2): Jake Fey (D)*
LD 29 (Pos. 1): David Sawyer (D)*
LD 29 (Pos. 2): Steve Kirby (D)*
LD 30 (Pos. 2): Roger Freeman (D)*
LD 32 (Pos. 1): Cindy Ryu (D)*
LD 32 (Pos. 2): Ruth Kagi (D)*
LD 33 (Pos. 1): Tina Orwall (D)*
LD 34 (Pos. 1): Eileen Cody (D)*
LD 34 (Pos. 2): Joe Fitzgibbon (D)*
LD 35 (Pos. 1): Kathy Haigh (D)*
LD 35 (Pos. 2): Drew MacEwen (R)*
LD 36 (Pos. 1): Reuven Carlyle (D)*
LD 36 (Pos. 2): Gael Tarleton (D)*
LD 37 (Pos. 1): Sharon Tomiko Santos (D)*
LD 37 (Pos. 2): Eric Pettigrew (D)*
LD 38 (Pos. 1): June Robinson (D)*
LD 38 (Pos. 2): Mike Sells (D)*
LD 39 (Pos. 2): Charles Jensen (D)
LD 40 (Pos. 1): Kristine Lytton (D)*
LD 40 (Pos. 2): Jeff Morris (D)*
LD 41 (Pos. 1): Tana Senn (D)*
LD 41 (Pos. 2): Judy Clibborn (D)*
LD 43 (Pos. 2): Frank Chopp (D)*
LD 44 (Pos. 1): Hans Dunshee (D)*
LD 44 (Pos. 2): Mike Wilson (D)
LD 45 (Pos. 1): Roger Goodman (D)*
LD 45 (Pos. 2): Larry Springer (D)*
LD 46 (Pos. 1): Gerry Pollet (D)*
LD 46 (Pos. 2): Jessyn Farrell (D)*
LD 47 (Pos. 2): Pat Sullivan (D)*
LD 48 (Pos. 1): Ross Hunter (D)*
LD 48 (Pos. 2): Joan McBride (D)
LD 49 (Pos. 1): Sharon Wylie (D)*
LD 49 (Pos. 2): Jim Moeller (D)*

STATEWIDE RACES NOT ON PRIMARY BALLOT

Under a new state law, non-partisan races with fewer than three candidates go directly to the General Election.
They don't appear on the Primary Election Ballot.

WFSE/AFSCME has endorsed three candidates going directly to the General Election:

STATE SUPREME COURT (candidates move directly to General Election Nov. 4)

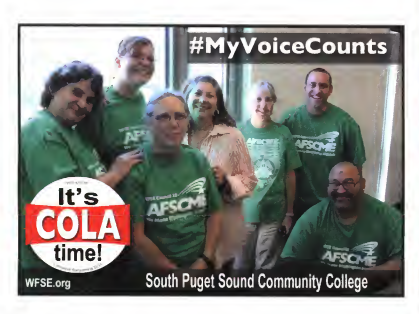
Pos. 3: Mary Fairhurst (NP)*
Pos. 4: Charles Johnson (NP)*
Pos. 7: Debra Stephens (NP)*

Produced by the Washington Federation of State Employees for voting education.

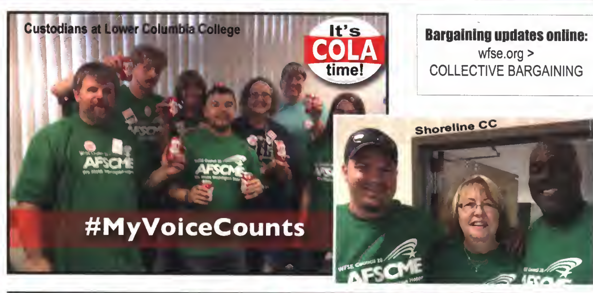
IT'S ABOUT OUR STRONG CONTRACTS

A CLOSER LOOK

A regular series on how members are going beyond the bargaining table to advocate for strong contracts. This month, Community College Coalition members and their visibility events around the state.



More photos online: **http://www.wfse.org/its-cola-time/**



Bargaining updates online:
wfse.org >
COLLECTIVE BARGAINING



Wage re-opener OK'd at WSU

Washington State University members have voted 53-3 to accept the wage re-opener package that will bring a one-time 4 percent lump sum payment for members, and also a paid University Leave Day.

This comes under WSU's current, 2013-2015 contract.

Balloting closed Wednesday July 9.

This agreement came about by persistent advocacy by the 2013-2015 WSU Bargaining team. They and the members they represent never gave up.

UW "special pay" case settled

The Federation's legal efforts and member actions have won a settlement of the long case involving special pay provisions for University of Washington Trades workers.

The June 27 agreement settled the dispute over remaining payments the UW hadn't previously been ordered to pay.

The dispute began in 2008.

• Another settlement covered some Harborview call center employees who were moved from one location to another in a long dispute. The UW will pay the Federation $25,000 to distribute to affected employees.

Read more online at: http://www.wfse.org/uw-special-pay-case-settled-also-call-center-case/

Interpreters reach agreement on new contract

The Federation's Medical Interpreters Bargaining Team in the early morning hours of July 9 signed a complete tentative agreement after an 18-hour bargaining session.

That strong voice-through-collective bargaining contrasted with those who thought the U.S. Supreme Court's June 30 ruling in the Harris v. Quinn case would silence the interpreters and other so-called "quasi-state employees."

"We have enthusiasm and energy that greatly outweighs any dissent," Local 1671 President Leroy Mould told the Washington News Service.

"This case (Harris v. Quinn) is about trying to weaken unions, but it's not going to be that easy to keep us down," WFSE/AFSCME Organizing Director Megan Parke told WNS.

Listen to the full radio news report at: http://www.publicnewsservice.org/2014-07-01/livable-wages-working-families/wa-state-workers-defend-union-fees-after-scotus-ruling/a40236-1



The Medical Interpreters Bargaining Team.

It's about law enforcement



EWU police win pay for recruitment & retention

Members of the Eastern Washington University Police Department long have complained of the difficulty attracting and keeping good officers.

Well, thanks to an incredible team effort that included extensive – and compelling –research on the part of EWU Police members, the Federation and the university June 11 signed a memorandum of understanding that implemented a 25 percent pay increase for the EWU Police Department effective July 1, 2014.



Supplemental bargaining for Community Corrections members started in July.

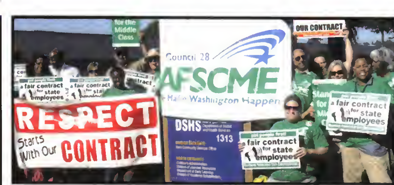
UW Police Management settle 'skimming' dispute

The union's small Police Management bargaining unit at the University of Washington has won a significant settlement in a dispute over "skimming" of UWPD sergeants' work.

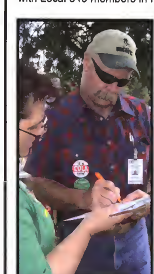
WFSE/AFSCME had filed an unfair labor practice complaint in February charging the UW had used "sergeants-in-training" outside the bargaining unit to do the work of sergeants.

The UW and WFSE/AFSCME agreed June 18 to "work collaboratively and in good faith" to resolve disputes.

The settlement also brought one-time lump-sum payments of $750 each to five affected members of the UW Police Management Bargaining Unit.



Contract solidarity event for a strong contract and Children's members July 9 with Local 843 members in Kent.



IN GENERAL GOVERNMENT. By the next bargaining session Aug. 6, the General Government Bargaining Team was set to finish its proposal covering compensation and other economic issues. It will also compile and analyze results of the General Government Bargaining priorities survey -- a vital action as the General Government team heads into the second half of this summer's bargaining cycle.

AT LEFT: Taking the General Government bargaining survey at June 24 "Solidarity BBQ" near Eastern State Hospital in Medical Lake.